

POWERUP LEADERSHIP
(POWER HR INC.)

CORPORATE SOCIAL RESPONSIBILITY POLICY



MAY 2022



PowerUP
Leadership

CSR INTENT



PowerUp Leadership strives to manage our business and operations with Corporate Social Responsibility in mind at all times. We accomplish this by:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights;
- Engaging, learning from, respecting and supporting the communities and cultures with which we work;
- Monitoring and reporting performance; and
- Making a commitment to sustainable development.

This Policy shall apply to all activities undertaken by or on behalf of PowerUp Leadership, and shall be adopted by all employees and contractors that conduct PowerUp Leadership business.



PowerUp Leadership leaders will act as role models by incorporating CSR considerations into decision-making. Our leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage CSR issues and performance relevant to our business

Regarding Business Conduct, PowerUp Leadership will ensure that all aspects of Corporate Social Responsibility are taken into consideration, and provided with support throughout our operations and administration. This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility, which involves our commitment to:



- Environment;
- Stakeholder Relations;
- Employee Relations;
- The Community;
- Customer and Supplier Relations;
- Sustainable Development.

01 COMMUNITY RESPONSIBILITIES



Many small businesses often struggle to succeed because they cannot afford to hire human resources professionals, a crucial function for business success. As an HR consulting firm, PowerUp Leadership supports small local businesses and startups by providing them HR services at a more cost effective fee than what would be required to hire full time Human Resources staff. Power Up Leadership supports community growth by helping to supporting up-and-coming entrepreneurial and by growing economic and employment opportunities within the community.

PowerUp Leadership supports community youth by providing them with employment opportunities that might be inaccessible otherwise. The company has partnered by several local universities to provide co-op placements for students to help with their professional development. Power Up Leadership is a huge supporter the leaders of tomorrow's future. Many of the coaches at PowerUp Leadership volunteer on boards and mentor young professionals.



ETHICAL 02 RESPONSIBILITIES

As a woman-owned business, Power Up Leadership is constantly working toward breaking down barriers for women in business and providing them equitable opportunities to grow their experience and develop professionally. PowerUp Leadership strives to create a more equitable society by pushing for equality in organizations, participating in opportunities for women to build relationships and network, and prove their worth in the business community to break stigma around female leaders.



As a sign of our support of women in business, female leaders, and female entrepreneurship, PowerUp Leadership is certified as a woman owned business by WBE Canada, a member of the Centre for Women in Business, and is a SheEO activator.



03 ECONOMIC RESPONSIBILITIES



As a part of our values, PowerUp Leadership aims to promote inspired leadership that not only improves job quality, employee engagement, and satisfaction for employees, but also contributes to our client's economic successes, both through innovation and increases in productivity, performance, and efficiency. PowerUp Leadership's services can have a huge impact on the productivity of an organization, which allows them to achieve economic growth.

PowerUp Leadership strives to contribute to the growth and development of Canada's economy by supporting business leaders and driving their growth through better leadership and HR practices. As a member of Entrepreneur's Organization, PowerUp Leadership is involved in advancing the entrepreneurial growth of Canada's small to medium sized businesses to grow our economy..



ENVIRONMENTAL RESPONSIBILITIES 04

Environmental sustainability is one of PowerUp Leadership's core operating principles. We are passionate about supporting the environment and growing in a sustainable way. PowerUp Leadership has engaged in nontraditional ways to reduce our carbon footprint as the business continues to develop and grow in size. Since our inception in 2018, PowerUp Leadership has practiced a 100 percent remote working model to reduce the energy expenditures that are associated with office spaces and commuting to an office.



PowerUp Leadership plans to continue to operate remotely even as our numbers grow and hope to encourage other organizations and clients to grow their businesses sustainably as well.

